

Reserve

IMMEDIATE AND LONG-TIME PLANS FOR FOLLOW-UP ACTION ON THE
PURDUE WORKSHOP FOR STATE HOME DEMONSTRATION LEADERS 1/

Reserve

The program this afternoon is a report to you of the summary of the check-sheets which you filled out recently at Dr. Gallup's request. These check-sheets show what progress you have made in putting into operation in your State the recommended practices of administration and supervision advocated by the speakers and work groups at the Workshop for State leaders held at Purdue, Indiana, in March, 1948.

Thirty eight of the State leaders filled out the check-sheet; eight States and Alaska had no representative at the Workshop; four State leaders, for some reason, failed to send in replies.

As with any check-sheet, there were problems in accurately and adequately indicating the situation in each State by means of check marks. You had no way to indicate with what proportion of your staff you had used an idea or taken action, how well you had applied an idea, how high a standard of work you attained in terms of any idea used. Your letters revealed these difficulties.

In any summary, you lose detail of the individual items recorded. A check after only six months' time causes some work planned for annual events not to show up adequately. For example, some States reported plans to use some ideas later on at annual conferences.

In spite of these difficulties we have some significant and very worthwhile information to report to you. We will pass out copies of the summary report. The chairmen of work groups will present the findings page by page, then the group consultants will lead the discussion of major topics in that section. You will have to exert great mental discipline to follow each separate discussion and not rush ahead to see what ideas of your work-group were used.

A good deal of emphasis was given by various workshop speakers to two-way communications. The check-sheet shows that State leaders served as channels of communication for ideas gathered at the Workshop. Almost all of them discussed the Workshop with their directors, the specialists and assistant State leaders. A bare majority of State leaders discussed the Workshop with county home demonstration staffs; about one-third discussed the Workshop with all the State office staff, and about one-sixth discussed the Workshop with the county staff members, men and women.

Almost all the State leaders have passed along Workshop reports for staff members to read.

Over half the State leaders have passed along reading lists to staff members and over half have used workshop-type organization for some meeting in their States.

1/ Prepared by Mary L. Collings, Extension Service, as summary for Tuesday afternoon discussion in the Extension Section, Home Economics Division, Land-Grant College Association, November 9, 1948.

There is one group in the list with whom the majority of State leaders have not discussed the workshop. That is the home economics resident staff.

About one-sixth of the State leaders have appointed committees for study of the report and follow-up action.

So much for the spread of influence of the Workshop to others. Now let's get a picture of the ideas used and action taken. There were 82 different ideas listed in the check-sheet. There were on the average:

7 ideas used for the first time.
27 ideas improved or re-emphasized since the Workshop
18 ideas used before but not improved since the Workshop
30 ideas not yet tried.

82 total ideas

This seems to me to reflect a very favorable situation in terms of accomplishments following any training experience. We had two stimulating weeks training at Purdue. As a result we can point to eight new ideas per State and twenty six improved old ideas per State put into operation within six months' time.

The chairmen of work groups will tell us what ideas have been used and what ones have not yet been tried.

A. ADMINISTRATION SECTION OF CHECK SHEET

I. <u>New ideas States began to use</u>	No. of States that began to use idea
a. Gave special study to the use of some device for letting the worker know how she is getting along on the job.....	9
b. Prepared a handbook for use of new Extension workers.....	7
c. Gave especial study to effective use of counseling.....	6
d. Encouraged mature women having suitable qualifications to return to college for up-to-date training.....	6
e. Arranged for Extension committees to advise with college curriculum committees on suitable courses for Extension workers.....	5
f. Appraised training needs of experienced workers and made plans to try to meet needs.....	5
g. Voiced needs of rural families to those in charge of research.....	5
h. Gave especial study to own methods of delegating responsibilities.....	4
II. <u>Ideas improved or re-emphasized by majority of States</u>	No. of States improving or re-emphasizing idea
a. Led staff to determine with lay leaders purposes or objectives of a long-time Extension program.....	22
b. Gave especial study to reasonable work assignments for all staff members.....	22
c. Interested college students to go into Extension work.....	21
d. Strengthened plans for cooperative action with other agencies.....	21
e. Provided means of keeping staff informed of current Extension activities and policies.....	20
III. <u>Ideas used before Workshop but not improved by majority of States</u>	No. of States using idea be- fore Workshop but not improv- ing since
a. Gave especial study to participation of staff in a retirement plan.....	27
b. Worked toward higher salaries.....	21
c. Made available to staff members leave for graduate study..	20

d. Gave especial study to adequate budgets for travel and supplies.....	20
e. Interested promising high school students to enroll for college courses in home economics.....	19

IV. <u>Ideas not yet tried by majority of States</u>	No. of States that have not tried idea
a. Arranged for Extension workers to serve as counselors to college students.....	29
b. Gave especial study to effective use of counseling.....	21
c. Encouraged mature women having suitable qualifications to return to college for additional up-to-date training.....	19

B. PROGRAM PLANNING SECTION OF CHECK SHEET

I. <u>New ideas States began to use</u>	No. of States that began to use idea
a. Encouraged staffs and lay people to make program planning a continuous educational process.....	6
b. Helped staff to develop techniques for getting group action.....	6
c. Helped train lay leaders to participate on county or community program planning committees.....	6
d. Worked out procedures with staff to start program with families' own goals as a base.....	5
e. Gave staff concrete help on effective methods and devices to use in determining needs and solutions to problems..	5
II. <u>Ideas improved or re-emphasized by majority of States following Workshop</u>	No. of States improving or re-emphasizing idea
a. Encouraged staffs and lay people to make program planning a continuous educational process.....	26
b. Worked out plans with staff to get maximum participation of people in program planning.....	23
c. Encouraged State and county staffs to develop with lay people an over-all Extension program.....	22
d. See that home economics specialists have a part in program development.....	21
e. Helped staff and lay people collect and use available factual information.....	19

III. Ideas used before Workshop but not improved since
by majority of States

No. of States
using idea
before

None

--

IV. Ideas not yet tried by majority of States

No. of States
that have not
tried idea

- a. Taught county staff members and lay leaders economical and efficient methods of interviewing people in home visits..... 29
- b. Helped staff to develop techniques for getting group action..... 20

C. EXPANSION TO MEET BROADER PROBLEMS

I. New ideas States began to use

No. of States
that began to
use idea

- a. Provided all staff members with clear statement of administrative policy regarding scope of Extension program..... 7
- b. Established procedure for training staff on correlation and coordination of programs on broader problems..... 5
- c. Established procedure for training staff on new sources of information on broader problems..... 5
- d. Established procedure for training staff on new subject matter on broader problems..... 4

II. Ideas improved or re-emphasized by majority of
States

No. of States
improving or re-
emphasizing ideas

None

--

III. Ideas used before Workshop but not improved since by
majority of States

No. of States
using idea before
Workshop but not
improving since

None

--

IV. Ideas not yet tried by majority of States

No. of States
that have not
tried idea

- a. Provided opportunities for resident and research staff to meet with rural planning committees..... 36
- b. Established committee to consider areas and suggest program..... 32

c. Encouraged research on social and economic conditions.....	28
d. Asked resident and research departments for help in preparation of materials.....	25
e. Established procedures for training Extension staff on methods of organizing and presenting broader problems..	22
f. Established procedures for training Extension staff on appropriate program planning techniques.....	19
g. Established procedures for training on new subject matter related to broader problems.....	19

D. REACHING MORE PEOPLE

I. <u>New ideas States began to use</u>	No. of States that began to use idea
a. Helped to work out plans for care of young children so mothers can attend home demonstration meetings.....	6
b. Encouraged home demonstration agents to include a well-defined publicity plan in county program of work.....	4
II. <u>Ideas improved or re-emphasized by majority of States</u>	No. of States improving or re-emphasizing idea
a. Emphasized with home demonstration agents the value of the success story in local papers.....	24
b. Encouraged home demonstration agents to look for and report human interest stories for annual reports or magazine articles.....	23
c. Worked toward organization of additional clubs or interest groups in a given community.....	22
III. <u>Ideas used before Workshop but not improved since by majority of States</u>	No. of States using idea before Workshop but not improving since
None	--
IV. <u>Ideas not yet tried by majority of States</u>	No. of States that have not tried idea
a. Promoted a "newspaper visitation" plan with home demonstration agents	22

E. EVALUATION SECTION OF CHECK SHEET

I. <u>New ideas States began to use</u>	No. of States that began to use idea
a. Use of evaluation device (opinion poll) for State and county workers.....	8
b. Made systematic study or informal check on the interests, abilities, or needs of rural people.....	7
c. Gave county workers help on replanning programs on basis of previous accomplishments.....	6
d. Gave county workers help on procedure for collecting evidence (evaluation devices).....	6
e. Evaluated reports to determine whether or not they meet needs which now exist.....	5
f. Used county council opinion poll.....	5
II. <u>Ideas improved or re-emphasized by majority of States</u>	No. of States improving or re- emphasizing idea
None	--
III. <u>Ideas used before Workshop but not improved since by majority of States</u>	No. of States using idea before Workshop but not improving since
None	--
IV. <u>Ideas not yet tried by majority of States</u>	No. of States that have not tried idea
a. Evaluation device to get evidence of office situation and arrangements.....	36
b. County council opinion poll.....	32
c. Made systematic studies to get at informational level of rural people.....	32
d. Evaluated reports to determine whether or not they are actually being used.....	31
e. Opinion poll for State and county workers.....	29
f. Provided an opportunity for majority of staff members to learn techniques of evaluation.....	26
g. Developed plans for evaluating any phase of Extension work..	26

h. Evaluated reports to determine whether or not they meet need which now exists.....	24
i. Gave county workers and lay people help on analysis of results.....	22
j. Made systematic studies or informal checks to get information on new developments in subject matter fields that specialists think should be brought to attention of rural people.....	22
k. Gave county workers help on procedure for collecting evidence evaluation devices.....	21
l. Gave local groups of rural people an opportunity to formulate objectives for Extension work in their communities or in the county.....	20